



# 2011 Benefit Summary

Plan	Purpose	Benefits	Costs																											
<b>PAID TIME OFF (PTO)</b>	<p>To provide Team Members paid time off for vacation, sickness and personal business.</p> <p>Full-time Team Members are eligible after being employed for 6 months.</p>	<p>Pro-rated allotments of PTO days are earned in your first two years based on your date of hire. PTO allotments are based on the following years of service:</p> <table border="1"> <thead> <tr> <th>YRS OF SERVICE</th> <th>MGRS/MTN/OFFICE</th> <th>SUPV/WASH ASSOC</th> </tr> </thead> <tbody> <tr> <td>0 - 2</td> <td>Up to 13—see Assoc. Manual</td> <td>Up to 10—see Assoc. Manual</td> </tr> <tr> <td>3 - 5</td> <td>13</td> <td>10</td> </tr> <tr> <td>6</td> <td>14</td> <td>11</td> </tr> <tr> <td>7</td> <td>15</td> <td>12</td> </tr> <tr> <td>8</td> <td>16</td> <td>13</td> </tr> <tr> <td>9</td> <td>17</td> <td>14</td> </tr> <tr> <td>10 - 19</td> <td>18</td> <td>15</td> </tr> <tr> <td>20</td> <td>22</td> <td>19</td> </tr> </tbody> </table>	YRS OF SERVICE	MGRS/MTN/OFFICE	SUPV/WASH ASSOC	0 - 2	Up to 13—see Assoc. Manual	Up to 10—see Assoc. Manual	3 - 5	13	10	6	14	11	7	15	12	8	16	13	9	17	14	10 - 19	18	15	20	22	19	<p>Mike's provides this benefit at no cost to you.</p>
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<b>DISABILITY PAY</b>	<p>To provide Team Members paid time off for short-term illnesses, if they have banked disability hours.</p> <p>Full-time Team Members are eligible.</p>	<p>Banked disability days can be used for any illness lasting more than 5 days, with exceptions applying to any scheduled absence such as surgery or maternity leave.</p> <p>Employee may bank up to 5 unused PTO days each year for a maximum of 20 days for Managers, 15 days for Supervisors and Associates, and 25 days for employees with 20 or more years of service.</p>	<p>Mike's provides this benefit at no cost to you.</p>																											
<b>HOLIDAY PAY</b>	<p>To provide Team Members with time off for company-recognized holidays.</p> <p>All Team Members are eligible.</p>	<p>The company will grant holiday pay to all full-time Supervisors and above on the holidays listed below. Hourly Team Members are paid time-and-a-half for the hours worked on a Holiday.</p> <ul style="list-style-type: none"> <li>▶ New Year's Day (January 1)</li> <li>▶ Memorial Day (May 30)</li> <li>▶ Independence Day (July 4)</li> <li>▶ Labor Day (September 5)</li> <li>▶ Thanksgiving Day (November 24)</li> <li>▶ Christmas (December 25)</li> </ul> <p>Location Management and Maintenance personnel will receive an extra PTO day the following year if they work five days during the week of Christmas.</p>	<p>Mike's provides this benefit at no cost to you.</p>																											
<b>BEREAVEMENT</b>	<p>To provide paid time off for bereavement.</p> <p>Full-time Team Members are eligible.</p>	<p>All full-time Team Members are eligible for paid bereavement days for the loss of a family member in accordance with the following guidelines:</p> <ul style="list-style-type: none"> <li>▶ 3 days paid for the loss of parent, spouse, sibling, child, grandchild, in-law in the same category or step relative in the same category</li> <li>▶ 2 days paid for the loss of grandparent</li> </ul> <p>If needed, additional unpaid time of up to 3 days or PTO may be used for out-of-state travel. An Area Director or Support Team Director must approve all bereavement leave requests in advance.</p> <p>For hourly employees, bereavement time shall be paid at a rate based on average hours worked.</p> <p>If you lose a loved one, contact the payroll department for questions related to bereavement.</p>	<p>Mike's provides this benefit at no cost to you.</p>																											

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<b>JURY DUTY</b>	To provide supplemental wages to Team Members called for jury duty.  All Team Members are eligible.	For any Team Member called for jury duty, the company will pay the difference between the amount the Team Member received for jury duty and his or her regular wages.	Mike's provides this benefit at no cost to you.																																							
<b>MEDICAL INSURANCE</b>	To provide Team Members and their dependents with access to medical benefits.  Full-time Managers/Mtn/Office Team Members are eligible on the 1 <sup>st</sup> day of the month following 30 days of employment.  Full-time Supervisors / Wash Associates are eligible on the 1 <sup>st</sup> day of the month following 60 days of employment.	Medical insurance is available through the Anthem Blue Cross/Blue Shield network of providers. Mike's offers 2 high deductible health plans.  <ul style="list-style-type: none"> <li>▶ Nationwide Blue Cross/Blue Shield network of providers</li> <li>▶ Preventative and Wellness covered at 100%</li> <li>▶ Major medical coverage</li> <li>▶ Mail order prescription program</li> <li>▶ <a href="http://www.anthem.com">www.anthem.com</a></li> </ul> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">COVERAGE</th> <th style="text-align: center;">Med \$1,500/\$3,000</th> <th style="text-align: center;">Med \$3,000/\$6,000</th> </tr> </thead> <tbody> <tr> <td>Office Visit Co-pay</td> <td style="text-align: center;">\$0</td> <td style="text-align: center;">\$0</td> </tr> <tr> <td>Annual deductible</td> <td></td> <td></td> </tr> <tr> <td>    • Individual</td> <td style="text-align: center;">\$1,500</td> <td style="text-align: center;">\$3,000</td> </tr> <tr> <td>    • Family</td> <td style="text-align: center;">\$3,000</td> <td style="text-align: center;">\$6,000</td> </tr> <tr> <td>Rx</td> <td></td> <td></td> </tr> <tr> <td>    • Generic drugs</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> </tr> <tr> <td>    • Formulary list</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> </tr> <tr> <td>    • Non-formulary</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> </tr> <tr> <td>Co-insurance %</td> <td style="text-align: center;">10%</td> <td style="text-align: center;">\$0.00</td> </tr> <tr> <td>Annual Out-of-Pocket Max (in network):</td> <td></td> <td></td> </tr> <tr> <td>    • Individual</td> <td style="text-align: center;">\$3,000</td> <td style="text-align: center;">\$3,000</td> </tr> <tr> <td>    • Family</td> <td style="text-align: center;">\$6,000</td> <td style="text-align: center;">\$6,000</td> </tr> </tbody> </table>	COVERAGE	Med \$1,500/\$3,000	Med \$3,000/\$6,000	Office Visit Co-pay	\$0	\$0	Annual deductible			• Individual	\$1,500	\$3,000	• Family	\$3,000	\$6,000	Rx			• Generic drugs	100%	100%	• Formulary list	100%	100%	• Non-formulary	100%	100%	Co-insurance %	10%	\$0.00	Annual Out-of-Pocket Max (in network):			• Individual	\$3,000	\$3,000	• Family	\$6,000	\$6,000	The bi-weekly Medical plan premiums for the year 2011 are:  <u>Med \$1,500/\$3,000</u> Team Member \$ 45.29 Team Member & Child \$101.42 Team Member & Spouse \$147.22 Family \$165.95  <u>Med \$3,000/\$6,000</u> Team Member \$ 26.35 Team Member & Child \$73.80 Team Member & Spouse \$110.89 Family \$125.95
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<b>WELLNESS</b>	Available to all Team Members enrolled in the medical plan.	The company provides a Wellness Program called <b>WEL4LIFE</b> , available to all team members enrolled in one of the Anthem Medical plans. This program focuses on building a relationship with your physician and learning about existing health conditions or preventing new ones from starting. <b>WEL4LIFE</b> encourages members to become more engaged in their health and overall well-being.  Monthly Wellness information is communicated via In the Loop and on the TMSS Home page under Wellness. New wellness goals will be rolled out to eligible members throughout the year.  For 2011, eligible members will receive a \$50.00 gift card for meeting with their physician ( <i>Talk to your Doc</i> ) and completing their annual physical by July 1 <sup>st</sup> , or 90 days from hire for those hired after July 1 <sup>st</sup> .	Mike's provides this benefit at no cost to you.																																							
<b>DENTAL INSURANCE</b>	To provide Team Members and their dependents with access to dental benefits.  Full-time Team Members (same eligibility requirements as for Medical Insurance).	<ul style="list-style-type: none"> <li>• Large network of providers through Metlife.</li> <li>• Preventative Care — 100% covered/no deductible/2 visits per year.</li> <li>• Basic Restorative Care — 80% covered after deductible.</li> <li>• Major Restorative Care — 50% covered after deductible.</li> <li>• Deductible: \$25/Individual; \$75/Family.</li> <li>• Annual maximum amount paid per insured member: \$1,250.</li> <li>• Orthodontics Coverage — 50% covered — up to \$1,000 lifetime maximum per insured individual.</li> <li>• <a href="http://www.metlife.com">www.metlife.com</a></li> </ul>	The bi-weekly premiums for the year 2011 are as follows:  Team Member \$12.38 Team Member & Child \$23.96 Team Member & Spouse \$26.49 Family \$32.50																																							
<b>HEALTH SAVINGS ACCOUNT</b>	To enable full-time Team Members to pay for out-of-pocket health care expenses on a pre-tax basis.  Full-time Team Members (same eligibility requirements as for Medical Insurance).	Team Members have the option to establish a Health Savings Account (HSA) to pay for unreimbursed medical expenses such as medical care, dental, vision, prescriptions, and other health related expenses for Team Members and their eligible dependents.  <ul style="list-style-type: none"> <li>• An HSA can only be established if enrolled in one of the company's medical plans.</li> <li>• You may contribute up to \$3,050 (Individual) or \$6,150 (EE &amp; dependents) per year.</li> <li>• The account is employee owned and fully portable.</li> <li>• No "use it or lose" rules for this account.</li> <li>• <a href="http://www.hsabank.com">www.hsabank.com</a></li> </ul>	In addition to the amount contributed to the spending account by the Team Member, there is a \$1.75 monthly account fee.																																							

<b>Plan</b>	<b>Purpose</b>	<b>Benefits</b>	<b>Costs</b>															
<b>VISION</b>	To provide Team Members and their dependents with access to Vision benefits.	<p>Vision benefits are provided by Guardian. Network- Davis Vision</p> <table border="1"> <thead> <tr> <th></th> <th>SERVICE</th> <th>COST/FREQUENCY</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Co-pay:</td> <td>Exam</td> <td>\$10</td> </tr> <tr> <td>Materials</td> <td>\$25</td> </tr> <tr> <td rowspan="3">Frequency:</td> <td>Exam</td> <td>Every calendar year</td> </tr> <tr> <td>Lenses (glasses <i>or</i> contact lenses)</td> <td>Every calendar year</td> </tr> <tr> <td>Frames</td> <td>Every 2 calendar yrs</td> </tr> </tbody> </table> <p>• <a href="http://www.guardianlife.com">www.guardianlife.com</a></p>		SERVICE	COST/FREQUENCY	Co-pay:	Exam	\$10	Materials	\$25	Frequency:	Exam	Every calendar year	Lenses (glasses <i>or</i> contact lenses)	Every calendar year	Frames	Every 2 calendar yrs	<p>The bi-weekly premiums for the year 2011 are as follows:</p> <p>Team Member \$ 2.66  Team Member &amp; Child \$ 4.57  Team Member &amp; Spouse \$ 4.48  Family \$ 7.23</p>
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<b>DEPENDENT CARE REIMBURSEMENT</b>	To enable full-time Team Members to pay for out-of-pocket expenses for qualifying dependent care expenses on a pre-tax basis.	<p>The company offers the Dependent Care Reimbursement account, which can be used for eligible dependent care (childcare) expenses. The plan allows you to contribute:</p> <ul style="list-style-type: none"> <li>• Up to \$5,000 per year in the Dependent Care reimbursement account.</li> <li>• The money you set aside is not subject to federal, state and local income or social security taxes and will be deducted from your paycheck in equal amounts throughout the year.</li> <li>• You must use the money in the account each calendar year or the unused amount is forfeited.</li> <li>• Contact the payroll department to enroll.</li> </ul>	There is no additional cost to the Team Member beyond the amounts contributed to the spending accounts.															
<b>LONG-TERM DISABILITY (LTD)</b>	To provide continued income to full-time Mgrs/Mtn/Office Team Members with an illness or injury that results in a long-term absence from employment.	Eligible Team Members will be paid 60% of their base compensation for medical disability when approved by Lincoln Financial Group, once the 90-day elimination period has ended.	Mike's provides this benefit at no cost to you.															
<b>LIFE AND ACCIDENTAL DEATH &amp; DISMEMBERMENT INSURANCE</b>	<p>To provide your survivors with financial assistance in the event of your death.</p> <p>Full-time Mgrs/Mtn/Office Team Members are eligible on the 1<sup>st</sup> day of the month following 30 days of employment.</p> <p>Full-time Supervisors are eligible on the 1<sup>st</sup> day of the month following 60 days of employment.</p>	Full-time Team Members receive company paid Group Life and Accidental Death and Dismemberment insurance in the amount of \$10,000 after meeting the employment eligibility.	Mike's provides this benefit at no cost to you.															
<b>401(K) PLAN</b>	<p>To encourage Team Members to build a financial reserve for retirement.</p> <p>All Team Members age 21 and over are eligible on the 1<sup>st</sup> day of a quarter following 6 months of employment.</p>	<p>Eligible Team Members may elect to have the company withhold up to a maximum of \$16,500 (IRS limit for 2011, \$22,000 for age 50+) per year of their gross annual earnings through payroll deductions on a pre or post-tax basis and contribute that amount to the plan as a savings contribution.</p> <ul style="list-style-type: none"> <li>• The company will match 25% of the first 6% of your contribution until 5 years of service have been attained. The company match will increase to 50% of the first 6% of your contribution when 5 or more years of service have been attained.</li> <li>• Your contributions are always 100% vested. The company contribution vesting occurs at a rate of 20% per year after two years of service and with 100% vesting after the completion of the sixth year of service.</li> <li>• Contributions &amp; earnings remain tax-free for as long as they remain in the plan.</li> <li>• John Hancock administers the plan and offers a wide variety of investment funds and web tool options.</li> <li>• 401(k) financial advising is provided at no cost by Capital Analysts of the Midwest</li> <li>• <a href="http://www.jhpensions.com">www.jhpensions.com</a></li> </ul>	<p>Mike's pays the cost of:</p> <ul style="list-style-type: none"> <li>• the company match portion of your contributions.</li> <li>• administering the accounts.</li> <li>• providing 401(k) financial advising through a financial advisor.</li> </ul> <p>Costs incurred by the Team Member include their contributions and a yearly proportionate share of the annual plan audit fees.</p>															
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	All Team Members	<i>Employee Connect</i> is a confidential Employee Assistance Program (EAP) available to all team members and their immediate family members. The program provides support, guidance and resources for personal problems such as Addiction, Depression, Stress/anxiety, Marital and family problems or Life transitions. The program is accessible 24 hours per day, 7 days per week at <b>877-757-7589</b> or <a href="http://www.eapadvantage.com">www.eapadvantage.com</a> .	Mike's provides this benefit at no cost to you.															

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<b>TUITION REIMBURSEMENT</b>	<p>To encourage Team Members to acquire the knowledge and skills that will enhance their level of performance in their current position and/or increase their potential for advancement to a position of greater responsibility.</p> <p>All Team Members who meet the average hours worked requirements based on their status and job title for the current semester period are eligible.</p>	<ul style="list-style-type: none"> <li>• \$100 per credit hour for Part-time Team Members averaging at least 20-31 working hours/week during the semester with a cap of \$900 per semester, or \$1,800 maximum payout per year. Team Members on quarterly semesters will have a cap of \$450/semester.</li> <li>• \$139 per credit hour for Full-time Team Members averaging at least 32 working hours/week during the semester with a cap of \$1,250 per semester, or \$2,500 maximum payout per year. Team Members on quarterly semesters will have a cap of \$625/semester.</li> <li>• Reimbursement is paid after completion of each semester.</li> <li>• Reimbursement is only paid toward those course(s) where a grade of "C" or better is received.</li> <li>• Reimbursement is determined based on the average hours worked per week as follows:</li> <li>• Please see complete tuition plan document for all details</li> </ul> <table border="1"> <thead> <tr> <th>JOB TITLE</th> <th>WEEKLY AVG HRS WORKED</th> </tr> </thead> <tbody> <tr> <td>Wash Associate</td> <td>20</td> </tr> <tr> <td>Supervisor</td> <td>25</td> </tr> <tr> <td>Office</td> <td>35</td> </tr> <tr> <td>Shift Manager</td> <td>40</td> </tr> <tr> <td>Assistant Manager/Operations Manager</td> <td>45</td> </tr> <tr> <td>General Manager/Area Director</td> <td>50</td> </tr> </tbody> </table>	JOB TITLE	WEEKLY AVG HRS WORKED	Wash Associate	20	Supervisor	25	Office	35	Shift Manager	40	Assistant Manager/Operations Manager	45	General Manager/Area Director	50	Mike's provides this benefit at no cost to you.
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<b>FAMILY MEDICAL LEAVE ACT (FMLA)</b>	All Team Members who have met the employment and hours-worked requirements.	The Family Medical Leave Act provides eligible Team Members up to twelve (12) weeks of job-protected unpaid leave per year for certain family and medical reasons and/or emergencies.															
<b>MATERNITY LEAVE</b>	All female Team Members	In addition to FMLA benefits, Mike's offers six weeks of paid maternity leave at 50% of your average salary for full-time Team Members (based on the average salary for the 12-month period prior to the leave).	Mike's provides this benefit at no cost to you.														
<b>MILITARY LEAVE</b>	All Team Members	In the event a Team Member is required to serve on active duty for our country, the company has a military leave policy in place to assist these Team Members in returning to the same or similar position they held prior to going on leave.															
<b>ELECTRONIC PAY &amp; FREE CHECKING</b>	All Team Members	<p>All Team Members must sign up for electronic pay via direct deposit or pay card. Your pay statement is available on Team Member Self-Service each payday showing all earnings and deductions. You may have an unlimited number of direct deposit accounts.</p> <p>Chase Bank and PNC Bank offer free checking accounts to all Mike's Carwash team members.</p>	Mike's provides this benefit at no cost to you.														
<b>WASH PASSES &amp; TEAM MEMBER DISCOUNTS</b>	To reward all Team Members with wash passes for their personal use.	<p>All Team Members receive wash passes electronically either weekly or bi-weekly, based on the following titles:</p> <table border="1"> <thead> <tr> <th>JOB TITLE</th> <th># OF WASH PASSES</th> </tr> </thead> <tbody> <tr> <td>Team Member/Supervisor</td> <td>1 pass weekly</td> </tr> <tr> <td>Assistant Manager/Ops Manager/Office</td> <td>4 passes bi-weekly</td> </tr> <tr> <td>Lead Ops Manager</td> <td>5 passes bi-weekly</td> </tr> <tr> <td>General Manager/Maintenance</td> <td>6 passes bi-weekly</td> </tr> </tbody> </table> <p>All Team Members are eligible to purchase carwash books at 50% off the full retail value based on company guidelines.</p>	JOB TITLE	# OF WASH PASSES	Team Member/Supervisor	1 pass weekly	Assistant Manager/Ops Manager/Office	4 passes bi-weekly	Lead Ops Manager	5 passes bi-weekly	General Manager/Maintenance	6 passes bi-weekly	Mike's provides this benefit at no cost to you.				
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<b>REFERRAL PROGRAM</b>	To encourage all Team Members to refer candidates to the company.	<p>In order to attract great Team Members like you, Team Members of Mike's are rewarded for referring candidates to Mike's who are then hired.</p> <p>Award amounts are based on the position of the referred candidate and vary from \$100 to \$1,500. The awards are paid after your referral has met the required working time.</p>	Mike's provides this benefit at no cost to you.														